

CONFIDENTIAL

CONFIDENTIAL

50X1-HUM

cultural and educational institutions. Of 123 directors of clubs and halls of culture, 60 have only grammar school education and many have no experience in mass-education work. The trade union's central committee does not find able and growing people, does not study them on the job, and rarely checks on the state of personnel training and selection in republic, kray, oblast, and rayon trade committees.

There are similar shortcomings in personnel work in the Central Committees of the Lumbering and Logging Workers' Trade Unions and of the Leather and Shoe Industry Workers' Trade Unions, and in the Estonian Council of Trade Unions.

Training of trade unions personnel is still not broad enough or on a high enough plane. There is still primitive organization and oversimplification. The Schools and Courses Division of the All-Union Central Council of Trade Unions has not prepared all the necessary programs and texts.

Not all courses and seminars have properly trained supervisors and teachers. A careless attitude toward the selection of teachers and toward the organization of teaching has sometimes resulted in the courses' being turned into a source of income for people who will give lectures at any time and on any subject without giving any thought to quality.

We cannot tolerate there being people in central and oblast trade union committees who are poorly trained, retarded in their growth, who lack principles and ideological vigor, and who permit errors in their work and persist in those errors. Frequently we still have an indulgent attitude toward nonadherence to state regulations, to manifestations of localism, and toward misuse of official positions. Trade unions must raise the requirements for personnel, putting educated and well trained persons in supervisory positions.

- E N D -

- 2 -

CONFIDENTIAL

CONFIDENTIAL